

State of Wellbeing Champions Best Practices

Leadership – Be visible, actively involved, and engage in two-way communications with leadership.

Relevance – Be the voice of employees and let their interests and needs be known.

Partnership – Work together with staff, management, and leadership as well as the Health Solutions team that guides

Comprehensiveness – Be sure to be knowledgeable about the program options available to employees. Provide feedback to State of Wellbeing program staff on what participants are experiencing.

Implementation – Be responsible for tasks that communicate program options, deliver key messages, and be sure to note gaps in optimal execution of the program.

Engagement – As an ambassador of the State of Wellbeing program, put employees first, engage in a relevant manner, and build a culture of trust and respect. Invest in yourself to ensure that you can bring your best self to work and build the best experience for others.

Communications – Make sure to communicate with others using a variety of tools, such as email, huddles, team talks, and posters/flyers. Use written, verbal, and visual language and communicate often

Data Driven – Let employees know how the program is doing. Provide reports of how the program is perceived to leadership. Request periodic summaries (dashboards) and updates to maintain interest and visibility to the State of Wellbeing program.

Compliance – Be informed on how individual employee data are protected and be willing to discuss it when an issue arises. Provide feedback to leaders when moral, ethical, or legal concerns are raised.